



**North Shore
School District 112
Board of Education
Final* Offer as of
September 21, 2012**

*Pursuant to State law, following a declaration of impasse, the parties are to submit their final offers to the Illinois Educational Labor Relations Board. The adjective "final," however, is simply a statutory term used within the limited context of State law. It is not intended to indicate an unwillingness on the part of the Board of Education to continue negotiations toward an agreement.



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GENERAL BACKGROUND INFORMATION

PROPERTY TAX EXTENSION LIMITATION LAW (“PTELL” OR “TAX CAP”) & THE FORMATION OF DISTRICT 112

Effective October 1, 1991, the Illinois legislature enacted the Property Tax Extension Limitation Law (“PTELL” or “Tax Cap”) applicable to Lake County school districts. Essentially, once enacted, the Tax Cap has served to limit future school districts’ revenue to the 12-month consumer price index (“CPI”) for the applicable tax levy year, with some very minor revenue exceptions (e.g., new construction). The Tax Cap is subject to a 5% ceiling. Since its enactment, the Tax Cap has averaged about 2.5% annually for new Tax Cap revenue to school districts.

Just short of three years after the enactment of the Tax Cap, on July 1, 1993, North Shore School District 112 was formed as the result of an election to consolidate former School Districts 107, 108, and 111. The primary catalyst for the consolidation involved insurmountable financial challenges facing District 111, which have since been absorbed by District 112 and its taxpayers, along with the ordinary financial challenges faced by most school districts since that time. Consequently, District 112’s revenues have been “Tax Capped” throughout its existence except for some initial state incentive monies to assist with the consolidation, which the District was required to spend at its inception.

DISTRICT 112 HISTORY OF PAST NEGOTIATIONS

For the most part, the past 20 years of faculty union negotiations have been amicable. This has been due in large part to the Union’s satisfaction with healthy wage and benefit packages and favorable working conditions. During those 20 years, the Board’s wage and benefit package for faculty has far exceeded the average 2.5% Tax Cap revenue coming to the District.

The most recent 2009-2012 faculty union contract is illustrative of the significant salary and benefit package received by teachers as compared to the Tax Cap. The 2009-2012 contract provided an average three-year salary increase to teachers of 5.43%, 5.42%, and 5.92%, with corresponding Tax Cap revenue increasing only by 0.10%, 2.70%, and 1.5%, respectively.

School Year	Tax Cap	Average Salary Increase
2009-2010	0.10%	5.43%
2010-2011	2.70%	5.42%
2011-2012	1.50%	5.92%
Total	4.34%	17.72%

See Exhibit 1 for the individual salary and increases for each faculty member.



In addition, the Board agreed to pay 100% of an individual's health insurance and approximately 51% (PPO) and 57% (HMO) toward family health insurance.

COMPARABILITY DATA

As a result of the willingness of the Board to reward its teachers with above average salary and benefits, the District's teacher salaries compare among the 29 elementary school districts in Lake County, Illinois, on three major benchmarks as follows¹:

Benchmark	Rank
Beginning Bachelor's Salary	3rd
Beginning Master's Salary	3rd
Highest Teacher Salary	4th

Lake County salaries consistently rank among the highest statewide.

DISTRICT 112 FINANCES

Because the above-mentioned salary and benefit packages have consistently out-paced the District's revenue under the Tax Cap, the District has had to transfer funds and take other measures designed to maintain educational fund balances sufficient to support the on-going costs of the faculty union contract. This has been accomplished by means including, but not limited to, reduction of administrative, teaching, and support staff; reduction of paraprofessional work days; deferral of building maintenance projects; and, most recently, a freeze in administrator wages and benefits; just to name a few.

The Board, with the consultation and advice of its administration and input from the community, has determined that it can no longer afford to support a faculty union salary schedule and benefit structure that outpaces its revenue. This is especially true in an environment impacted by a State of Illinois deficit, continuing jeopardy to school funding, reductions in impact aid, reductions in transportation grants, an ever-increasing taxpayer burden, proposals by the Governor and the legislature to shift cost of an underfunded teachers' pension fund to local school districts, and a national and local economy that continues to struggle.

¹ Benchmarks based on the *Chicago Sun Times*, "Illinois Teacher Salaries: How School Districts Compare" Database, for Lake County, Illinois, which can be found at: <http://www.suntimes.com/data/14288435-666/illinois-teacher-salaries-how-school-districts-compare.html>. All data is provided by the Illinois State Board of Education and reflect 2011-2012 teacher schedules and include all pension contributions.



CURRENT 2012 CONTRACT NEGOTIATIONS

Since April 2012, the North Shore School District 112 Board of Education (“Board”) and the North Shore Education Association, IEA-NEA, (“Union”) have engaged in collective bargaining negotiations in an effort to reach an agreement on the terms for the parties’ successor contract. Both parties brought a limited number of items to the bargaining table in an effort to expedite the negotiations. However, after a series of meetings, the parties soon recognized that there existed a significant difference in their respective positions on the major economic items. As a consequence, the parties agreed to seek the assistance of a federal mediator as soon as possible.

The parties met with the federal mediator on July 31, August 13, and September 12. The parties have agreed to another mediation session scheduled for October 4. However, on September 14, the Union declared impasse. Although the parties have reached a tentative agreement on several contract items as part of a broader “package” of proposals, we remain apart on a number of major items, most notably: salaries, professional growth payments, health insurance and retirement.

The Board’s primary goals for a new contract are:

- Fiscal Responsibility – ensuring that the new agreement is economically sustainable so that District expenditures do not exceed its limited revenues and taxpayers are not unduly burdened; and
- Fair Salary and Benefits – providing teachers with a fair, yet competitive, salary and benefits package; and
- Quality Education – maintaining the highest quality education for our current and future students by carefully allocating the District’s limited resources so as to avoid excessive reductions in staff, unreasonable class sizes, deteriorating buildings, and scarce supplies.

The Board believes that it is possible to achieve the aforementioned goals while still adhering to the following principles:

- Value and respect for students by making decisions that will provide both current and future students with an education that prepares them to be contributing members of a global community.
- Value and respect for teachers by providing them with a fair compensation package, opportunities for professional growth, and the support and resources necessary to ensure a successful teaching and learning environment.
- Value and respect for community members by practicing sound financial stewardship, using our limited resources wisely, and ensuring that our expenditures don’t exceed our revenues.



SUMMARY OF BOARD PROPOSALS, RATIONALE, & COSTS

This document constitutes the Board's last offer as of September 21, 2012, as required by Section 12(a-5)(2) of the *Illinois Educational Labor Relations Act* (115 ILCS 5/12(a-5)(2)), with accompanying rationale and costs.

SALARY

Board:	Year 1: 0.85%
	Year 2: 0.62%
	Year 3: Percentage equal to the Tax Cap once determined (inclusive of professional growth payments)
Union ² :	1 year at 4.85% plus 1.5% for professional growth = 6.35%

Board Salary Proposal Details

Discontinue the existing salary schedule structure because it is unsustainable.

Instead, returning teachers shall be paid in accordance with the following:

2012-2013: A one-time, non-cumulative \$575 payment over the teacher's individual 2011-2012 base salary for all full-time returning teachers. Returning part-time and part-year teachers shall receive a pro-rated payment.

2013-2014: A one-time, non-cumulative \$1000 payment over the teacher's individual 2011-2012 base salary for all full-time returning teachers. Returning part-time and part-year teachers shall receive a pro-rated payment.

2014-2015: A percentage increase over the teacher's individual 2011-2012 salary for all full-time returning teachers equal to the Tax Cap percentage applicable to that year, inclusive of the costs necessary for new professional growth payments (see the Board's Professional Growth Payment Proposal below). For example, if the tax cap is 3% and new money for professional growth payments by the District equals 0.25%, then the base salary increase shall be 2.75%. Returning part-time and part-year teachers shall receive a pro-rated payment.

² All references to the Union's proposals were as of the last mediation session on September 12, 2012, and do not reflect any changes the Union may be contemplating for its September 21, 2012, final offer.



For new teachers, the existing 2011-2012 salary schedule shall be converted to a salary guide for placement of newly hired teachers only. The District shall adjust the salary guide from year to year, dependent on market conditions.

In addition, those retiring teachers already receiving or approved to receive 6% salary increases in accordance with the District's salary enhancement retirement plan shall receive those higher salary increases in lieu of the above. (See the Board's Retirement Proposal below.)

Rationale for Board Salary Proposal

The Board cannot continue to provide salary increases which exceed the annual revenue coming to the District. The current salary schedule structure presents just such a scenario. Although the Board is not opposed to a salary schedule *per se*, the current salary schedule is not economically feasible because it contains outdated, automatic experience increases of 3.0% (i.e., step) and professional growth payments of 3.5%. In other words, teachers with base, step, and professional growth payments would be automatically eligible for salary increases of 6.5% if there were no change in the 2011-2012 salary schedule. The 6.5% increase would be higher for teachers who are eligible to receive multiple professional growth payments due to advanced coursework and/or advances degrees.

If the current schedule is left unchanged, the 2012-2013 AVERAGE salary increase would climb by 4.2% before the Board even reached the bargaining table. This 4.2% increase is projected in the face of the District's annual revenue, which is limited by a tax cap formula averaging an annual rate of 2.5%. The District's annual revenue is simply insufficient to support the aforementioned salary schedule structure.

The District's projections indicate that to continue to fund teacher salaries above the tax cap revenues will either jeopardize the District's educational program or place an undue burden on our taxpayers during difficult economic times. Notwithstanding these challenges, as of the last mediation session on September 12, 2012, the Union proposes to continue the basic framework of the salary schedule, which would result in a salary increase of 6.35% (4.85% plus continuing the annual professional growth payments of approximately 1.5%).

Board Salary Cost Summary

The District's 2011-2012 salary costs without retirees of \$26,728,640 would increase to \$26,955,833 for 2012-2013 and \$27,122,960 for 2013-2014 under the Board's proposal. The cost for 2014-2015 cannot be determined until the Tax Cap percentage is published for that year.



PROFESSIONAL GROWTH PAYMENTS & TUITION

Board:	0.5% for each year graduate credits or degrees are earned beginning 2014-2015 or tuition reimbursement of \$1,200 per year.
Union:	3.5% for each year that graduate credits or degrees are earned beginning immediately or tuition reimbursement of \$1,200 per year.

Board Professional Growth Payment Proposal Details

- In addition to the District's salary proposal, each teacher would be eligible to receive additional salary increases, effective the beginning of the 2014-2015 school year, for pre-approved graduate courses or graduate degrees successfully completed no later than August 31, 2014 (new approved courses due August 31 of each year thereafter).
- Professional growth payments shall be paid as follows:

BA+18	0.5% of teacher's prior year's base salary
MA	0.5% of teacher's prior year's base salary
MA+18	0.5% of teacher's prior year's base salary
MA+36	0.5% of teacher's prior year's base salary
- The District shall establish a list of District-approved degree programs and graduate coursework which shall be updated yearly, in consultation with the Union.
- Teachers shall be limited to no more than 9 approved graduate credit hours per school year (July 1-June 30) and no more than one professional growth payment (0.5%) per school year.
- The Board is open to discussing any issues that the parties may identify as a result of transitioning away from lane advancement to professional growth payments (e.g., how to handle credits which have been accumulated prior to the inception of this proposed agreement and credits accumulated during the first year of this proposed agreement).

Tuition Reimbursement Proposal Details

For those teachers who would prefer to forego professional growth payments in favor of tuition reimbursement, the District shall reimburse teachers for tuition at \$300 dollars per semester hour up to \$1,200 per year. There is no limit on the number of years of reimbursement. In addition to the above, the District shall continue to provide additional compensation for certain in-service programs and workshops.



Rationale for Board Professional Growth Payment & Tuition Reimbursement Proposals

Although the Board recognizes the value of advanced education, it also recognizes that many other factors influence teacher performance. The Board's professional growth payment proposal and tuition reimbursement plan are designed to ensure greater rigor in the degrees and graduate courses being pursued by teachers, to encourage teachers to pace their professional growth so as not to detract from their teaching responsibilities and to bring payments to teachers for such endeavors within reasonable economic parameters. The above proposed 0.5% increase in salary is an annual recurring payment resulting in a significant increase in the teacher's career earnings. Tuition reimbursement allows teachers an option for pursuing advanced coursework and/or advanced degrees.

Board Professional Growth Payment & Tuition Reimbursement Cost Summary

Past professional growth costs have averaged approximately 1.5% of total salary increases in addition to scheduled salary increases. For future years, the professional growth costs are merely estimates because the District does not know how many teachers will be eligible to receive professional growth payments. Under the Board's proposal, for 2012-2013, the estimated cost would be \$57,467. For 2013-2014, the estimated cost to the District would be \$115,546. For 2014-2015, the estimated cost is to be determined as it will be based on the total Tax Cap.



HEALTH INSURANCE

Board:	The Board will pay 100% of 2011-2012 individual insurance premium costs (PPO and HMO) and approximately 51% (PPO) and 57% (HMO) toward family insurance premium costs with the Board's payment of future increases in premiums above the 2011-2012 level limited by the applicable Tax Cap percentage. In addition, the Board proposes a redesign of basic insurance coverage components as illustrated in the chart below.
Union:	Accepts the Board's proposed redesign to PPO, but rejects any redesign to HMO and, more importantly, rejects the future Tax Cap limit on increased Board premium payments.

Board Health Insurance Proposal Details

The Board proposes a redesign to its current Preferred Provider Option (PPO) Health Insurance Plan as follows:

Health Insurance – PPO	CURRENT – BCBS		PROPOSED	
Network	Blue Cross PPO		Blue Cross - PPO 73426	
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK
COINSURANCE	90%	80%	80%	60%
DEDUCTIBLE				
Individual	\$200	\$400	\$500	\$1,000
Family	\$400	\$800	\$1,500	\$3,000
OUT-OF-POCKET				
Individual	\$500	\$1,200	\$2,000	\$4,000
Family	\$1,000	\$2,400	\$6,000	\$12,000
OFFICE VISIT CO-PAY				
Preventive Care	\$10	80% after Ded.	\$0	60% after Ded.
Primary Care Physician (PCP)	\$10	80% after Ded.	\$20	60% after Ded.
Specialist	\$10	80% after Ded.	\$40	60% after Ded.
ER CO-PAY	90% after Ded.	90% after Ded.	\$150	\$150
RX CARD	<u>Retail</u>	<u>Mail Order</u>	<u>Retail</u>	<u>Mail Order</u>
Tier 1 Generic	80% after Ded.	\$10	\$10	\$20
Tier 2 Formulary Brand	80% after Ded.	\$20	\$40	\$80
Tier 3 Non-Formulary Brand	80% after Ded.	\$20	\$60	\$120



The Board also proposes a redesign in its current Health Maintenance Organization option (HMO) Plan as follows:

Health Insurance – HMO	CURRENT – BCBS	PROPOSED
Network	Blue Cross HMO	Blue Cross – HMO H196
IN PATIENT CO-PAY	\$0 copay per admission	\$250 per day, up to 5 days per benefit period
OFFICE VISIT CO-PAY		
Primary Care Physician (PCP)	\$10	\$30
Specialist	\$10	\$50
ER CO-PAY	\$10	\$150
RX CARD	<u>Retail</u>	<u>Retail</u>
Tier 1 Generic	\$3	\$10
Tier 2 Formulary Brand	\$3	\$40
Tier 3 Non-Formulary Brand	\$8	\$60

In addition, the Board proposes to limit any increases in premium payments by the Board to a percentage not to exceed the Tax Cap. The current base foundation to which the Tax Cap percentage would be added is 100% contribution to individual PPO (\$8,532) and individual HMO (\$5,208) and an additional 51% to family PPO (\$11,784) and 57% to family HMO (\$7,922). The Board proposes no Board contribution for part-time teachers, including job-share teachers. However, part-time teachers shall be permitted to purchase District insurance at their expense.

Rationale for Board Health Insurance Proposal

With respect to individual health insurance premiums, many districts have come to realize that they no longer can afford to pay 100% of insurance premiums. The Board currently pays 100% of insurance premiums for PPO single and HMO single coverage. This is unsustainable for the District; thus, the Board proposes to limit its contribution to health insurance premiums to the Tax Cap percentage over the Board's prior year contribution.

With respect to the portion of the insurance premiums for family insurance, there is a history as to why the Board did not contribute toward family premiums until the recent 2009-2012 contract. When District 112 was formed in 1993, the parties negotiated a new union contract designed to boost salaries and benefits for many teachers. Over the years, the parties had a tacit understanding that higher salary increases would be provided to teachers in lieu of higher contributions by the Board toward insurance premiums. The Union was a willing participant in such an approach because it afforded a financial benefit for teachers who had other insurance options and it boosted creditable earnings for pension benefits for those who elected to use such additional salary for insurance.



Board Health Insurance Cost Summary

The District's cost for insurance is \$3,580,056. For 2012-2013, the cost of the Board's health insurance proposal is projected to be \$3,203,122. Future costs will depend on claim experience.



RETIREMENT

Board:	Eligible retiring teachers will receive an increase in prior year's salary of 4% for each year of the teacher's last TWO years of employment.
Union:	Eligible retiring teachers will receive an increase in prior year's salary of 6% for each year of the teacher's last FOUR years of employment. In addition, eligible retiring teachers will receive a lump sum post-retirement severance payment of \$15,000.

Board Retirement Proposal Details

The Board proposes:

- A retirement and salary enhancement plan of two years times 4% each year;
- Discontinuation of the lump sum post-retirement payment; and
- Grandfathering of all teachers who have already been approved for the retirement plan as existed in the 2009-2012 contract.

Rationale for Board Retirement Proposal

The State of Illinois Teachers' Retirement System ("TRS"), to which both teachers and school districts contribute, provides an excellent retirement benefit to teachers. The benefit for a fully vested teacher is equal to an annual pension of 75% of the teacher's average highest salary for the teachers four highest salaried consecutive work years. For most teachers, those years are the teacher's final four years. For example, if a teacher's highest average salary is \$100,000, the teacher shall be entitled to \$75,000 per year for the teacher's retirement life, plus an annual cost of living increase. The generosity of this statutory benefit, coupled with the practice of many school districts of "boosting" a teacher's salary in his/her final four years to further enhance his/her pension, has contributed to the underfunding of the pension system and a much publicized debate regarding the need for pension reform. As a result, the Governor and the legislature have proposed to shift the cost of an underfunded pension plan to the local school districts.

For these reasons, the District is determined to gradually phase-out its retirement enhancement plan. The Board's proposal is a first step toward that phase-out. The District elected not to suddenly eliminate the plan because many senior teachers near retirement have premised their retirement on some form of enhancement. The District felt that a sudden and complete elimination, without some forewarning, would be unfair.

Board Retirement Proposal Cost Summary

The District's cost for retirees without the retirement incentive would have been \$3,572,724. The actual cost to the District under the current retirement plan is \$3,819,025.68, resulting in an additional cost to the District of \$246,301.68. The Board's proposal is designed to reduce that



cost, but we are unable to determine the projected cost at this time because the District does not know which teachers will elect to retire under the Board's proposed plan.



MISCELLANEOUS OTHER ISSUES

Board Extra Duty Stipend Payment Proposal

Board: Freeze stipends for all three years of the contract except that the stipend for the middle school team leader position increase from \$1,286 to \$2,950 per year in accordance with extra duty "Level A."

Union: Freeze stipends for one year.

Board Length of Contract Proposal

Board: Three years to promote labor peace and financial stability.

Union: One year.

Board Traveling Teacher Exemptions Proposal

The current collective bargaining agreement provides that traveling teachers shall not be assigned to more than two buildings except for psychologists, ESL, bilingual social workers, elementary foreign language, and instrumental music unless agreed to otherwise by the teacher or Union.

Board: Proposes to add bilingual special education resource, general music, and librarians to the list of exempted positions so as to allow the District better use of resources and greater flexibility to provide special services to students at multiple school buildings by allowing these specialized staff to travel between buildings during the course of the school day.

Union: Rejects the change from current language.



TENTATIVE AGREEMENTS

- Additional Staff Development time for new teachers.
- Interviews for internal candidates guaranteed provided not more than one interview shall be required per building if multiple applications by the same teacher.
- Evaluation: The District and the Union shall form a joint committee to consult and collaborate regarding faculty evaluation.
- Workshop Compensation: The District and the Union shall collaborate regarding clarifying circumstances under which teachers are entitled to additional compensation.
- Reduction-in-Force of Teachers: The Union contract shall be updated to reflect recent changes in the law, with language as presented and agreed during negotiations.



EXHIBITS

EXHIBIT 1: District 112 Faculty Salary Increases Compared to Inflation (2009-2012)

Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%					
Full Name*	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012		
0000393							\$33,896		Only worked in FY12
000073	\$44,460	4.28%	\$46,365	4.34%	\$48,376	19.75%	\$57,931	30.30%	FY11 to FY12 went from BA to MA
000045					\$52,209	4.59%	\$54,608	4.59%	
0000194					\$50,690	4.59%	\$53,019	4.59%	FY10-11 started 9/4/2009
0000358	\$59,007	4.29%	\$61,537	7.99%	\$66,455	11.92%	\$74,375	26.04%	FY10 to FY11 went from an MA-0 to MA-9; FY12 to MA-27
0000237			\$45,797	11.64%	\$51,128	19.75%	\$61,224	33.69%	Started work FY2010-MA;FY10-11-MA18;FY11-12 M45
0000222	\$57,566	4.29%	\$60,034	4.34%	\$62,640	4.60%	\$65,519	13.82%	
0000206	\$54,000	11.59%	\$60,256	7.99%	\$65,072	15.70%	\$75,290	39.43%	FY09 to FY10 went from a MA-0 to MA-18; FY11 to MA-27; FY12 to MA-45
00002	\$106,648	6.00%	\$113,047	6.00%	\$119,829	6.00%	\$127,019	19.10%	
0000243	\$43,540	7.94%	\$46,995	7.86%	\$50,690	8.26%	\$54,875	26.03%	FY09 to FY10 went from a BA18 to BA27;FY11 to MA;FY12 to MA9
000025					88,528	4.60%	92,597	4.60%	Leave of Absence FY2010; FY11-12 went from .67-1.0FTE
0000215	\$73,821	4.29%	\$76,985	4.34%	\$80,326	4.60%	\$84,020	13.82%	
000039	\$103,062	2.20%	\$105,329	2.25%	\$107,699	2.55%	\$110,446	7.16%	
0000247			\$44,084	4.34%	\$45,996	8.26%	\$49,793	12.95%	FY11-12 went from BA18-BA27
000047	\$40,691	4.28%	\$42,434	2.04%	\$43,300	22.45%	\$53,019	30.30%	FY11 to FY12 went from a BA-0 to MA-0
0000409					\$49,215	4.59%	\$51,476	4.59%	
0000430	\$100,061	4.29%	\$104,350	2.25%	\$106,698	6.00%	\$113,100	13.03%	
0000388					\$22,998	123.83%	\$51,476		
0000415	\$54,000	4.29%	\$56,314	4.34%	\$58,758	19.75%	\$70,365	30.31%	FY11 to FY12 went from a MA-0 to MA-36
00004							\$47,112		Only worked in FY12
0000344	\$81,358	4.29%	\$84,848	4.34%	\$88,528	4.60%	\$92,597	13.81%	
0000295	\$51,540	4.28%	53,747	1.37%	54,481	2.55%	55,870	8.40%	
000024					\$47,784	4.59%	\$49,978	4.59%	Started working FY2010
0000214					\$52,661	4.59%	\$55,079	4.59%	Started working 1/4/2010
0000130	\$78,988	4.29%	82,375	4.34%	85,951	4.59%	89,900	13.81%	
0000425	\$103,062	2.20%	\$105,329	6.00%	\$111,649	6.00%	\$118,348	14.83%	
0000291							\$20,575		Only worked in FY12
0000425	\$85,948	2.20%	\$87,839	2.25%	\$89,815	19.52%	\$107,345	24.90%	FY11 to FY12 went from a MA-36 to MA-45
*At this time, names of teachers have not been included on the chart: instead, randomly generated numbers serve as placeholders.									

*At this time, names of teachers have not been included on the chart; instead, randomly generated numbers serve as placeholders.



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%						
Full Name *	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes	
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012			
0000139							\$41,149		Only worked in FY12	
0000346	\$88,902	4.29%	\$92,715	4.34%	\$96,736	4.60%	\$101,183	13.81%		
000039							\$3,806		Only worked in FY12	
0000237	\$40,691	4.28%	\$42,434	4.34%	\$44,275	4.59%	\$46,308	13.80%		
0000434			\$69,260	4.34%	\$72,266	4.60%	\$75,587	9.14%		
0000427			\$56,314	4.34%	\$58,758	4.60%	\$61,459	9.14%		
0000249	\$76,688	4.29%	\$79,975	4.34%	\$83,446	4.60%	\$87,283	13.82%		
000081	\$54,000	4.29%	\$56,314	4.34%	\$58,758	4.60%	\$61,459	13.81%		
000011	\$46,588	4.28%	\$48,584	4.33%	\$50,690	4.59%	\$53,019	13.80%		
0000373	\$50,468	11.58%	\$56,314	7.99%	\$60,815	8.13%	\$65,762	30.30%	FY09 to FY10 went from a BA-18 to MA-0; FY11 to MA-9; FY12 to MA-18	
000087	\$86,313	4.29%	\$90,013	4.34%	\$93,920	4.60%	\$98,236	13.81%		
0000157	\$66,152	4.29%	\$68,987	4.34%	\$71,982	4.60%	\$75,290	13.81%		
000047	\$103,062	2.20%	\$105,329	2.25%	\$107,699	2.55%	\$110,446	7.16%		
000083	\$103,062	2.20%	\$105,329	2.25%	\$107,699	2.55%	\$110,446	7.16%		
0000192	\$57,566	7.81%	\$62,064	4.34%	\$64,758	4.60%	\$67,735	17.66%	FY09-10 went from MA9-MA18	
0000392	\$59,007	4.29%	\$61,537	4.34%	\$64,206	4.60%	\$67,159	13.82%		
0000174	\$76,688	4.29%	\$79,975	4.34%	\$83,446	4.60%	\$87,283	13.82%		
000023	\$68,135	4.29%	\$71,058	4.34%	\$74,141	4.60%	\$77,549	13.82%		
0000244							\$51,476		Only worked in FY12	
0000277			41,199	4.34%	42,986	4.59%	44,961	9.13%		
0000221					\$46,393	4.59%	\$48,524	4.59%	FY10 to FY11 went from a classified staff member to certified	
0000157	\$57,288	4.29%	\$59,745	7.99%	\$64,519	8.13%	\$69,767	21.78%	FY11 to FY12 went from MA9 to MA18	
0000144					\$58,536	4.59%	\$61,224	4.59%		
0000289	\$43,167	15.49%	\$49,853	11.64%	\$55,657	23.80%	\$68,901	59.61%	FY09 to FY10 went from a BA-0 to BA-27; FY11 to MA-9; FY12 to MA-45	
0000253	\$49,422	4.28%	\$51,539	4.34%	\$53,774	4.59%	\$56,244	13.80%		
0000344			\$41,200	4.33%	\$42,986	19.75%	\$51,476	24.94%	FY11-12 went from BA to MA	
0000223	\$59,007	7.94%	\$63,691	7.61%	\$68,540	8.51%	\$74,375	26.04%	FY11 to FY12 went from MA18 to MA 27	
0000140							\$61,459		Only worked in FY12	
0000101			\$40,001	4.33%	\$41,735	4.59%	\$43,652	9.13%		
0000232			\$44,300	4.33%	\$46,220	4.60%	\$48,344	9.13%	FY09 to FY10 went from a classified staff member to certified	
0000416	\$75,418	6.00%	\$79,943	6.00%	\$84,740	6.00%	\$89,824	19.10%		
0000203	\$61,298	11.59%	\$68,401	11.64%	\$76,366	4.59%	\$79,875	30.31%	FY09 to FY10 went from a MA-18 to MA-36; FY11 to MA-45	
000021	\$52,881	4.29%	\$55,148	7.99%	\$59,552	8.13%	\$64,393	21.77%	FY11 to FY12 went from MA27 - MA36	
0000341	\$44,460	4.28%	\$46,365	4.34%	\$48,376	11.92%	\$54,141	21.77%	FY11 to FY12 went from BA to BA18	
0000370					\$60,521	8.26%	\$65,519	8.26%	FY11-12 went from MA-MA9	
000064	\$49,849	4.28%	\$51,985	4.33%	\$54,238	4.60%	\$56,731	13.81%		
0000286	\$55,619	4.29%	\$58,004	4.34%	\$60,521	4.60%	\$63,303	13.82%		
0000406	\$43,753	4.28%	\$45,627	7.86%	\$49,215	4.59%	\$51,476	17.65%	FY10-11 went from BA27-MA	
000041							\$41,149		Only worked in FY12	
0000124	\$40,691	11.59%	\$45,406	15.55%	\$52,465	15.70%	\$60,700	49.17%	FY09 to FY10 went from a BA-0 to BA-18; FY11 to MA-9; FY12 to MA-36	
0000397							\$32,784		Only worked in FY12	



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%					
Full Name *	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012		
0000318	\$90,132	9.13%	\$98,360	4.34%	\$102,629	14.72%	\$117,732	30.62%	FY09 to FY10 went from MA-42 to MA-45
0000415					\$65,314	4.59%	\$68,315	4.59%	
0000234	\$76,688	4.29%	\$79,975	4.34%	\$83,446	4.60%	\$87,283	13.82%	
000056	\$42,116	7.81%	\$45,406	11.64%	\$50,690	15.83%	\$58,716	39.41%	FY09 to FY10 went from a BA-9 to BA-18; FY11 to MA-0; FY12 to MA-27
0000402	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%	
0000185	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%	
0000440			\$51,539	7.99%	\$55,657	4.59%	\$58,213	12.95%	FY10-11 went from MA to MA9
000021	\$72,571	1.69%	\$73,794	2.25%	\$75,454	2.55%	\$77,378	6.62%	
0000247	\$54,467	4.28%	\$56,800	7.99%	\$61,337	4.60%	\$64,156	17.79%	FY10 to FY11 went from MA-18 to MA-27
0000238	\$43,167	7.93%	\$46,592	15.41%	\$53,774	4.59%	\$56,244	30.29%	FY09 to FY10 went from a BA-0 to BA-9; FY11 to MA-0;
0000317	\$88,902	4.29%	\$92,715	4.34%	\$96,736	4.60%	\$101,183	13.81%	
0000261	\$88,902	4.29%	\$92,715	4.34%	\$96,736	4.60%	\$101,183	13.81%	
0000107	\$55,890	7.81%	\$60,256	7.99%	\$65,072	4.60%	\$68,064	21.78%	FY09 to FY11 from MA9-MA18; FY11-MA27
0000299	\$88,902	4.29%	\$92,715	4.34%	\$96,736	4.60%	\$101,183	13.81%	
0000437	\$76,688	4.29%	\$79,975	4.34%	\$83,446	4.60%	\$87,283	13.82%	
0000282			\$82,375	4.34%	\$85,951	4.59%	\$89,900	9.14%	
0000144	\$76,688	4.29%	\$79,975	4.34%	\$83,446	4.60%	\$87,283	13.82%	
0000363	\$51,152	7.81%	\$55,148	4.34%	\$57,539	11.91%	\$64,393	25.89%	FY09 to FY10 from MA9-MA18;FY11 to FY12 went from MA18 to MA36
0000150	\$68,135	4.29%	\$71,058	4.34%	\$74,141	4.60%	\$77,549	13.82%	
0000347	\$52,429	4.28%	\$54,675	4.34%	\$57,046	4.60%	\$59,669	13.81%	
0000348	\$59,007	4.29%	\$61,537	4.34%	\$64,206	4.60%	\$67,159	13.82%	
0000370	\$49,664	11.58%	\$55,416	4.34%	\$57,820	4.59%	\$60,475	21.77%	FY09 to FY10 went from MA9 to MA27
0000147			\$60,775	11.64%	\$67,850	4.59%	\$70,967	16.77%	FY10-11 went from MA36-MA45
00006	\$61,073	4.29%	63,691	4.34%	66,455	4.60%	69,510	13.81%	FY11 to FY12 went from MA to MA9
000068							\$53,737		Only worked in FY12
0000179	\$106,648	6.00%	\$113,047	6.00%	\$119,829	6.00%	\$127,019	19.10%	
000088							\$51,476		Only worked in FY12
0000318	\$52,429	4.28%	54,675	4.34%	57,047	4.60%	59,669	13.81%	FY09 to FY10 went from BA18 to MA
0000288	\$55,619	4.29%	\$58,004	4.34%	\$60,521	4.60%	\$63,303	13.82%	
00008			\$40,001	7.99%	\$43,197	15.70%	\$49,978	24.94%	FY10-11 went from BA-BA9; FY12-MA
0000224	\$57,045	2.20%	\$58,300	2.25%	\$59,612	2.55%	\$61,132	7.16%	
0000356	\$44,460	4.28%	\$46,365	4.34%	\$48,376	19.75%	\$57,931	30.30%	FY11 to FY12 went from BA to MA
0000384	\$91,570	4.29%	\$95,495	4.34%	\$99,639	4.60%	\$104,220	13.81%	
0000327	\$86,313	4.29%	\$90,013	4.34%	\$93,920	4.60%	\$98,236	13.81%	
0000324	\$53,313	2.20%	\$54,486	2.25%	\$55,712	2.55%	\$57,132	7.16%	
000027	\$43,378	11.59%	\$48,404	7.86%	\$52,209	4.59%	\$54,608	25.89%	FY09 to FY10 went from BA9 to BA27;FY11=MA
000068	\$77,985	2.20%	\$79,701	7.23%	\$85,463	6.77%	\$91,249	17.01%	FY10 to FY11 went from MA18-MA27; FY12-MA36
0000151	\$72,286	4.29%	\$75,386	4.34%	\$78,656	6.00%	\$83,375	15.34%	
0000414	\$78,988	4.29%	\$82,375	4.34%	\$85,951	4.59%	\$89,900	13.81%	
000034	\$53,313	2.20%	\$54,486	2.25%	\$55,712	2.55%	\$57,132	7.16%	
0000143					\$40,521	4.59%	\$42,382	4.59%	



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%					
Full Name*	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012		
0000195	\$106,648	6.00%	\$113,047	6.00%	\$119,829	6.00%	\$127,019	19.10%	
0000256	\$44,460	4.28%	\$46,365	11.64%	\$51,763	11.92%	\$57,931	30.30%	FY10 to FY11 went from BA to BA18 / FY12=MA
0000221	\$44,460	11.59%	\$49,611	11.64%	\$55,386	8.25%	\$59,958	34.86%	FY09 to FY10 went from BA to BA18/ FY11=MA/ FY12=MA9
0000297					\$53,114	4.59%	\$55,554	4.59%	
0000275					\$49,215	8.26%	\$53,278	8.26%	FY09 was a TA from 8/2009-10/2009, then a TCHR -MA; FY12 MA9
000073					\$47,784	8.25%	\$51,728	8.25%	FY11-12 went from MA-MA9
0000286	\$44,460	4.28%	46,365	4.34%	48,376	4.60%	50,599	13.81%	
0000208	\$46,588	4.28%	\$48,584	4.33%	\$50,690	4.59%	\$53,019	13.80%	
0000117	\$68,135	4.29%	\$71,058	4.34%	\$74,141	4.60%	\$77,549	13.82%	
0000355	\$52,685	4.28%	54,942	4.34%	57,324	4.59%	59,958	13.80%	FY10 to FY11 went from a .70 to .60 FTE
0000165			\$45,797	4.34%	\$47,784	4.59%	\$49,978	9.13%	
0000176	\$44,678	4.28%	\$46,592	4.34%	\$48,612	4.60%	\$50,846	13.81%	
0000190	\$70,181	4.29%	\$73,190	4.34%	\$76,366	4.59%	\$79,875	13.81%	
0000100	\$41,910	7.94%	\$45,236	15.41%	\$52,209	4.59%	\$54,608	30.30%	FY09-FY10 from BA-BA9;FY10-FY11 went from BA9 to MA
0000323	\$51,539	4.29%	\$53,748	1.36%	\$54,480	2.55%	\$55,870	8.40%	
0000415			\$70,455	4.34%	\$73,511	4.60%	\$76,889	9.13%	FY08-09 some Leave of Absence
000053							\$41,149		Only worked in FY12
0000241	\$94,316	4.29%	\$98,360	4.34%	\$102,629	4.60%	\$107,345	13.81%	
0000127	\$72,883	2.20%	74,486	2.25%	76,162	2.55%	78,105	7.16%	
00002	\$59,007	7.94%	\$63,691	7.87%	\$68,702	8.26%	\$74,375	26.04%	FY09-10 from MA-MA9;FY11-12 went from MA18 to MA27
0000136	\$70,181	4.29%	73,190	4.34%	76,365	4.60%	79,875	13.81%	FY09 .5 FTE from 8/08-1/09 and then 1.FTE from 1/09-6/09
0000257	\$88,936	10.60%	\$98,360	4.34%	\$102,629	6.00%	\$108,787	22.32%	FY09-FY10 from MA42 to MA45
000066	\$47,806	7.81%	\$51,539	4.34%	\$53,774	4.59%	\$56,244	17.65%	FY09-FY10 from B27-MA
0000236	\$54,000	4.29%	\$56,314	7.99%	\$60,815	15.70%	\$70,365	30.31%	FY10-FY11 from MA-MA9;FY11-FY12 from MA9 to MA36
0000320	\$103,062	2.20%	\$105,329	2.25%	\$107,699	6.00%	\$114,161	10.77%	
0000298	\$49,849	4.28%	\$51,985	4.33%	\$54,238	4.60%	\$56,731	13.81%	
0000364	\$106,648	6.00%	\$113,047	6.00%	\$119,829	6.00%	\$127,019	19.10%	
00004	\$103,062	2.20%	\$105,329	2.25%	\$107,699	6.00%	\$114,161	10.77%	
0000320			\$53,348	3.82%	\$55,386	4.60%	\$57,931	8.59%	
0000339	\$94,316	4.29%	\$98,360	4.34%	\$102,629	4.60%	\$107,345	13.81%	
0000134	\$50,903	11.58%	\$56,800	19.45%	\$67,850	4.59%	\$70,967	39.42%	FY09 to FY10 went from MA-MA18 FY11=MA45
0000391	\$88,902	4.29%	\$92,715	4.34%	\$96,736	4.60%	\$101,183	13.81%	
000076	\$103,062	2.20%	\$105,329	6.00%	\$111,649	6.00%	\$118,348	14.83%	
0000383	\$59,823	9.13%	\$65,285	4.34%	\$68,116	8.26%	\$73,741	23.27%	FY09 to FY10 went from BA27-MA; FY11 to FY12 MA-MA9
000075	\$59,007	4.29%	\$61,537	4.34%	\$64,206	4.60%	\$67,159	13.82%	
0000410	\$45,793	4.28%	47,755	4.34%	49,827	4.60%	52,118	13.81%	FY09 to FY10 went from .40FTE 1/2 yr then .46FTE 1/2 yr; FY11=.46 FTE
0000102	\$57,288	4.29%	\$59,745	4.34%	\$62,337	8.26%	\$67,485	17.80%	FY11 to FY12 went from MA to MA9
000069	\$46,588	4.28%	\$48,584	4.33%	\$50,690	8.26%	\$54,875	17.79%	FY11 to FY12 went from MA to MA9
0000144			57,078	4.33%	59,552	4.59%	62,287	9.13%	Start date 11/2008;FY10-MA;FY11-MA9;FY12-MA27
000068							\$42,382		Only worked in FY12
0000329			\$19,021	4.25%	\$19,829	129.82%	\$45,571		FY11 was a TA - FY12 teacher at BA27



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%						
Full Name *	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes	
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012			
0000271	\$49,664	11.58%	\$55,416	15.47%	\$63,988	4.54%	\$66,896	34.70%	FY09 to FY10 went from MA9-MA27; FY11=MA45	
0000294	\$48,219	11.58%	\$53,804	15.42%	\$62,098	4.64%	\$64,980	34.76%	FY09 to FY10 went from MA9-MA27; FY11=MA45	
0000318	\$76,688	4.29%	\$79,975	4.34%	\$83,446	4.60%	\$87,283	13.82%		
0000278	\$45,064	7.81%	\$48,584	4.33%	\$50,690	11.92%	\$56,731	25.89%	FY09-10 from BA27-MA;FY11-12 went from MA-MA18	
0000179	\$86,313	4.29%	\$90,013	4.34%	\$93,920	4.60%	\$98,236	13.81%		
0000108			\$41,401	4.34%	\$43,197	11.92%	\$48,344	16.77%	FY11-12 went from BA9-BA27	
000065	\$43,167	7.93%	\$46,592	15.41%	\$53,774	11.91%	\$60,181	39.41%	FY09-10 from BA-BA9;FY10-FY11 from BA9-MA; FY12=MA18	
0000214							\$48,524		Only worked in FY12	
0000422	\$78,316	4.29%	81,676	4.34%	85,219	4.60%	89,137	13.82%		
0000118	\$51,152	7.81%	\$55,148	4.34%	\$57,539	4.59%	\$60,181	17.65%	FY09-10 from MA9-MA18	
000017	\$94,316	4.29%	\$98,360	4.34%	\$102,629	4.60%	\$107,345	13.81%		
0000118	\$50,468	4.29%	\$52,631	4.34%	\$54,915	4.60%	\$57,439	13.81%		
000054	\$42,116	11.58%	\$46,995	11.64%	\$52,465	11.91%	\$58,716	39.41%	FY09 to FY10 went from BA9 to BA27;FY11=MA9;FY12=MA27	
0000202	\$65,348	15.36%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	25.90%	FY09 to FY10 went from MA27-MA45	
0000334	\$103,062	2.20%	\$105,329	2.25%	\$107,699	2.55%	\$110,446	7.16%		
0000350	\$45,793	11.59%	\$51,099	4.34%	\$53,315	4.60%	\$55,766	21.78%	FY09 to FY10 went from BA to BA18	
0000222					40,521	4.59%	42,382	4.59%		
000092			\$43,920	4.34%	\$45,825	11.91%	\$51,284	16.77%	FY11 to FY12 went from BA9-BA27; some Leave of Absence in FY09	
000084	\$40,691	11.59%	\$45,406	11.64%	\$50,690	4.59%	\$53,019	30.30%	FY09 to FY10 went from BA-BA18; FY11=MA	
000035	\$66,983	11.59%	\$74,744	11.64%	\$83,446	4.60%	\$87,283	30.31%	FY09 to FY10 went from MA18-MA36;FY11=MA45	
0000154	\$64,479	4.29%	67,242	4.34%	70,161	4.60%	73,386	13.81%		
0000195	\$76,688	4.29%	79,975	4.34%	83,446	4.60%	87,283	13.82%		
0000307	\$106,648	6.00%	\$113,047	6.00%	\$119,829	6.00%	\$127,019	19.10%		
0000230							\$73,098		Only worked in FY12	
0000258	\$39,507	4.29%	\$41,200	11.64%	\$45,996	11.91%	\$51,476	30.30%	FY10 to FY11 went from BA-BA18; FY12=MA	
0000342	\$47,573	4.28%	\$49,611	7.99%	\$53,574	8.13%	\$57,931	21.77%	FY10-11 from BA18-BA27;FY1112 went from BA27-MA	
0000388							\$42,382		Only worked in FY12	
0000106							\$49,978		Only worked in FY12	
0000118	\$60,777	4.29%	\$63,383	4.34%	\$66,134	4.59%	\$69,172	13.81%		
0000360	\$82,014	14.90%	\$94,236	6.00%	\$99,890	6.00%	\$105,884	29.10%	FY09 was .70FTE on 11/08 she went to 1.0 FTE;Beginning FY10 - contract 6%	
0000179	\$43,167	4.28%	\$45,016	11.64%	\$50,256	11.91%	\$56,244	30.29%	FY10 to FY11 went from BA-BA18; FY12=MA	
0000203	\$56,099	7.93%	\$60,550	7.87%	\$65,314	4.59%	\$68,315	21.78%	FY09-10 from MA18-MA27;FY11-MA36	
0000239	\$54,000	4.29%	\$56,314	4.34%	\$58,758	4.60%	\$61,459	13.81%		
0000310							\$43,652		Only worked in FY12	
0000158	\$86,313	4.29%	\$90,013	4.34%	\$93,920	4.60%	\$98,236	13.81%		
0000228			\$40,001	7.99%	\$43,197	15.70%	\$49,978	24.94%	FY10-11 went from BA-BA9; FY12-MA	
0000211			\$40,001	7.99%	\$43,197	15.70%	\$49,978	24.94%	FY10-11 went from BA-BA9; FY12-MA	
0000119	\$74,455	4.29%	\$77,647	4.34%	\$81,015	4.60%	\$84,739	13.81%		
0000285	\$83,800	4.29%	\$87,392	4.34%	\$91,183	4.60%	\$95,376	13.81%		
0000299	\$40,691	4.28%	\$42,434	4.34%	\$44,275	4.59%	\$46,308	13.80%		
0000137	\$46,588	11.58%	\$51,985	4.33%	\$54,238	4.60%	\$56,731	21.77%	FY09 to FY10 went from MA-MA18	



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%					
Full Name *	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012		
0000437	\$50,468	11.58%	\$56,314	4.34%	\$58,758	8.26%	\$63,611	26.04%	FY09 to FY10 went from BA18-MA; FY11 to FY12 from MA-MA9
0000170	\$57,566	7.81%	\$62,064	7.99%	\$67,025	15.70%	\$77,549	34.71%	FY09-10 from MA9-MA18;FY10-11 to MA27; FY11-12 went from MA27-MA45
0000234	\$62,600	4.29%	65,285	4.34%	68,116	4.60%	71,248	13.81%	FY10 to FY11 went from BA18-BA27 plus .50 to 1.FTE; FY12=MA
0000149	\$103,062	2.20%	\$105,329	2.25%	\$107,699	6.00%	\$114,161	10.77%	
0000185	\$43,540	4.29%	\$45,406	7.99%	\$49,033	4.59%	\$51,284	17.79%	FY09-10 from BA18-BA27
0000305	\$67,309	7.81%	\$72,568	11.64%	\$81,015	4.60%	\$84,739	25.90%	FY09-10 from MA27-MA36;FY10-11 went from MA36-MA45
0000149	\$58,564	4.31%	\$61,087	7.84%	\$65,875	4.59%	\$68,901	17.65%	FY10-11 from MA42-MA45
0000300	\$70,181	4.29%	\$73,190	4.34%	\$76,366	4.59%	\$79,875	13.81%	
00006	\$55,619	4.29%	\$58,004	4.34%	\$60,521	4.60%	\$63,303	13.82%	
0000389	\$74,455	4.29%	\$77,647	4.34%	\$81,015	4.60%	\$84,739	13.81%	
000098	\$74,454	4.29%	77,647	4.34%	81,015	4.60%	84,739	13.81%	
0000216	\$103,062	2.20%	\$105,329	2.25%	\$107,699	6.00%	\$114,161	10.77%	
0000211	\$72,286	4.29%	75,385	4.34%	78,656	4.60%	82,271	13.81%	FY09 to FY10 from 1.FTE to .40FTE & from MA36 to MA45
00005			\$44,300	4.33%	\$46,220	8.13%	\$49,978	12.82%	FY09 TA; FY10 Teacher @ BA27; FY12-MA
0000247	\$48,219	7.81%	\$51,985	7.99%	\$56,137	4.59%	\$58,716	21.77%	FY09-10 from MA9-MA18;FY11-MA27
0000258	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%	
0000254	\$40,691	4.28%	\$42,434	7.99%	\$45,825	15.70%	\$53,019	30.30%	FY10-11 from BA-BA9; FY11-12 went from BA9-MA
0000244	\$70,799	7.82%	\$76,332	11.64%	\$85,219	8.26%	\$92,256	30.31%	FY09-10 from MA9-MA18;FY10-11 from MA18-MA36; FY12 -MA42
0000310	\$88,903	4.29%	92,715	4.34%	96,737	4.60%	101,183	13.81%	
0000400	\$78,988	4.29%	82,375	4.34%	85,951	4.59%	89,900	13.81%	
0000304	\$52,429	7.93%	\$56,589	4.34%	\$59,043	4.60%	\$61,757	17.79%	FY09-FY10 from MA-MA9
0000237	\$81,358	4.29%	84,848	4.34%	88,528	4.60%	92,597	13.81%	FY11 was .50FTE in FY12-1.0 FTE
000043	\$39,507	4.29%	\$41,200	4.33%	\$42,986	4.59%	\$44,961	13.81%	
0000115	\$91,570	4.29%	\$95,495	4.34%	\$99,639	4.60%	\$104,220	13.81%	
0000207	\$63,680	4.29%	\$66,409	4.34%	\$69,291	4.60%	\$72,477	13.81%	
000061	\$58,776	11.07%	\$65,285	4.34%	\$68,116	4.60%	\$71,248	21.22%	FY09 to FY10 went from BA18-MA; Contract tab(Contract 6%)
0000313			\$47,170	7.99%	\$50,939	11.91%	\$57,007	20.85%	FY10-11 went from MA-MA9; FY12-MA27
0000159	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%	
000074	\$54,264	7.81%	\$58,502	7.99%	\$63,177	11.92%	\$70,706	30.30%	FY09-10 from MA9-MA18;FY10-11 from MA18-MA27;FY11-12 went from MA27-MA42
000035	\$47,842	15.36%	\$55,190	4.34%	\$57,586	4.60%	\$60,232	25.90%	FY09 to FY10 went from MA27-MA45
0000424	\$44,678	11.58%	\$49,853	4.34%	\$52,015	11.92%	\$58,213	30.29%	FY09 to FY10 went from BA9-BA27;FY11 to FY12 from BA27-MA9
0000223	\$44,678	11.58%	\$49,853	4.34%	\$52,015	11.92%	\$58,213	30.29%	FY09 to FY10 went from BA9-BA27;FY11 to FY12 from BA27-MA9
0000209	\$64,479	6.00%	\$68,348	6.00%	\$72,449	-\$2,288	\$76,796	19.10%	
0000275	\$57,045	2.20%	58,300	2.25%	59,612	2.55%	61,132	7.16%	FY09 to FY10 went from .50FTE-.76FTE (1/2 time Yr-then went to .76);FY12 .60FTE
0000320					61,336	4.60%	64,156	4.60%	
0000383	\$68,135	4.29%	\$71,058	4.34%	\$74,141	4.60%	\$77,549	13.82%	
0000336							\$47,696		Only worked in FY12
000071	\$64,227	4.28%	\$66,979	4.34%	\$69,884	4.60%	\$73,098	13.81%	
0000193	\$78,988	6.00%	\$83,727	6.00%	\$88,751	6.00%	\$94,076	19.10%	
0000333			\$40,001	4.33%	\$41,735	4.59%	\$43,652	9.13%	
0000384	\$91,570	4.29%	\$95,495	4.22%	\$99,526	4.72%	\$104,220	13.81%	



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%					
Full Name *	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012		
0000150	\$46,588	7.94%	\$50,285	4.34%	\$52,465	8.13%	\$56,731	21.77%	FY09-10 from MA-MA9;FY11-12 went from MA9-MA18
000066	\$42,116	11.58%	\$46,995	11.64%	\$52,465	11.91%	\$58,716	39.41%	FY09 to FY10 went from BA9-BA27;FY11-MA9;FY12-MA27
0000310	\$39,507	4.29%	\$41,200	4.33%	\$42,986	4.59%	\$44,961	13.81%	
000027			\$45,797	4.34%	\$47,784	8.25%	\$51,728	12.95%	FY11-12 went from MA-MA9
0000432	\$58,062	7.81%	\$62,597	11.64%	\$69,884	4.60%	\$73,098	25.90%	FY09-10 from M27-M36; FY10 to FY11 went from MA36 to MA45
0000246			\$53,348	3.82%	\$55,386	11.91%	\$61,985	16.19%	FY11-12 went from MA-MA18
000040	\$94,317	4.29%	98,360	4.34%	102,629	4.60%	107,345	13.81%	
000062							\$43,866		Only worked in FY12
000074	\$52,685	7.81%	\$56,800	7.99%	\$61,337	8.14%	\$66,327	25.89%	FY09-10 from MA9-MA18;FY10-11 from MA18-MA27;FY11-12 went from MA27 to MA36
000092	\$39,507	4.29%	\$41,200	7.99%	\$44,491	15.70%	\$51,476	30.30%	FY10-11 from BA-BA9;FY11 to FY12 went from BA9-MA
0000120	\$42,116	11.58%	\$46,995	4.34%	\$49,033	8.13%	\$53,019	25.89%	FY09 to FY10 went from BA9-BA27;FY 11 to FY12 from BA27-MA
0000411							\$49,021		Only worked in FY12
000032	\$54,467	7.93%	\$58,788	4.34%	\$61,337	4.60%	\$64,156	17.79%	FY09-10 from MA18-MA27
000095	\$76,688	4.29%	79,975	4.34%	83,446	4.60%	87,283	13.82%	FY09-some Leave of Absence...Employee is .60FTE
00004					\$40,521	4.59%	\$42,382	4.59%	
0000163							\$49,126		Only worked in FY12
0000432	\$73,550	4.29%	76,702	5.62%	81,016	3.33%	83,710	13.81%	FY10 to FY11 went from .50 FTE to 1.0 FTE;FY12-MA27
000089	\$46,588	4.28%	\$48,584	11.64%	\$54,238	4.60%	\$56,731	21.77%	FY10 to FY11went from MA-MA18
0000317					46,393	4.59%	48,524	4.59%	
0000336	\$49,422	4.28%	\$51,539	4.34%	\$53,774	4.59%	\$56,244	13.80%	
0000238	\$56,373	4.28%	58,788	4.33%	61,336	4.60%	64,156	13.81%	FY11 to FY12 went from MA9-MA27
0000153	\$81,783	2.20%	83,582	2.25%	85,463	2.55%	87,642	7.16%	FY10-11 from MA-MA9;FY11 to FY12 went from MA9-MA27
00003			\$47,170	4.34%	\$49,215	11.92%	\$55,079	16.77%	FY11-12 went from MA-MA18
0000349	\$53,313	2.20%	\$54,486	9.41%	\$59,612	19.52%	\$71,248	33.64%	FY10 to FY11 went from BA-BA18; FY12=MA
0000297	\$39,507	4.29%	\$41,200	4.33%	\$42,986	4.59%	\$44,961	13.81%	
0000277			\$59,516	4.34%	\$62,098	4.64%	\$64,980	9.18%	
0000189			\$50,040	4.33%	\$52,209	4.59%	\$54,608	9.13%	
0000290			\$47,170	4.34%	\$49,215	8.26%	\$53,278	12.95%	Start date 12/16/08-6/10/09; FY12-MA9
0000289			\$34,075	4.34%	\$35,554	49.12%	\$53,019	55.60%	
0000110	\$62,600	4.29%	65,285	4.34%	68,116	4.60%	71,248	13.81%	FY09 to FY10 went from .60 FTE to 1.0 FTE
0000169	\$88,903	4.29%	92,715	4.34%	96,737	4.60%	101,183	13.81%	FY10 to FY11 went from .60 FTE to .80 FTE
0000147			\$61,301	4.38%	\$63,988	4.54%	\$66,896	9.13%	
0000271	\$106,648	6.00%	\$113,047	6.00%	\$119,829	6.00%	\$127,019	19.10%	
0000405			\$45,797	4.34%	\$47,784	4.59%	\$49,978	9.13%	
0000404	\$50,903	7.93%	\$54,942	7.86%	\$59,263	4.59%	\$61,985	21.77%	FY10-11 from MA9-MA18
000050			\$48,584	4.33%	\$50,690	4.59%	\$53,019	9.13%	Start date 2/4/09(wk'd 4 months)
000084					78,656	4.60%	82,271	4.60%	FY11-12 went from .50 to .67 fte
0000438	\$74,455	4.29%	\$77,647	4.34%	\$81,015	4.60%	\$84,739	13.81%	
000083			\$63,167	4.29%	\$65,875	4.59%	\$68,901	9.08%	
0000270	\$68,737	4.29%	\$71,684	7.87%	\$77,325	8.26%	\$83,710	21.78%	FY10-11 from MA9-MA18;FY11-12 from MA18-MA27
000071	\$78,988	4.29%	\$82,375	4.34%	\$85,951	4.59%	\$89,900	13.81%	



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%						
Full Name *	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes	
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012			
0000260	\$58,518	23.55%	\$72,300	4.34%	\$75,436	8.13%	\$81,571	12.82%	FY09 some Leave of Absence @MA18-MA27; FY12-MA36	
0000304	\$80,793	7.71%	\$87,022	14.50%	\$99,639	6.00%	\$105,617	30.73%	FY09-10 from MA27-MA36;FY10-11 went from MA36-MA45	
0000361	\$49,422	4.28%	\$51,539	4.34%	\$53,774	4.59%	\$56,244	13.80%		
0000363	\$69,328	4.29%	\$72,300	7.86%	\$77,986	4.60%	\$81,571	17.66%	FY10-11 from MA27-MA36	
0000227	\$103,062	6.00%	\$109,246	6.00%	\$115,800	6.00%	\$122,748	19.10%		
0000343	\$57,045	2.20%	\$58,300	2.25%	\$59,612	2.55%	\$61,132	7.16%		
0000204	\$52,881	4.29%	\$55,148	4.34%	\$57,539	4.59%	\$60,181	13.80%		
0000228	\$59,293	4.29%	\$61,836	4.34%	\$64,519	15.70%	\$74,651	25.90%	FY11 to FY12 went from MA9-MA36	
0000266	\$91,570	4.29%	\$95,495	4.34%	\$99,639	4.60%	\$104,220	13.81%		
0000171	\$100,525	6.00%	\$106,557	6.00%	\$112,950	6.00%	\$119,727	19.10%		
0000367	\$106,648	6.00%	\$113,047	6.00%	\$119,829	6.00%	\$127,019	19.10%		
000098	\$46,189	7.93%	\$49,853	7.87%	\$53,774	4.59%	\$56,244	21.77%	FY10-11 from BA27-MA	
0000406	\$68,135	4.29%	\$71,058	4.34%	\$74,141	4.60%	\$77,549	13.82%		
000080	\$60,777	4.29%	\$63,383	7.99%	\$68,449	4.59%	\$71,594	17.80%	FY10-11 from MA-MA9	
0000398							\$50,599		Only worked in FY12	
0000163	\$55,415	4.29%	\$57,790	4.34%	\$60,298	8.13%	\$65,202	17.66%	FY11 to FY12 went from BA27 to MA	
0000159	\$40,691	4.28%	\$42,434	7.99%	\$45,825	8.13%	\$49,550	21.77%	FY10-11 from BA-BA9;FY11-12 from BA9 to BA18	
0000199	\$44,845	7.94%	\$48,404	7.86%	\$52,209	4.59%	\$54,608	21.77%	FY09-10 from BA18-BA27; FY10-11 from BA27-MA	
0000292	\$69,104	2.20%	\$70,624	7.84%	\$76,162	2.55%	\$78,105	13.03%	FY10-11 from B27-MA	
000099	\$54,000	7.94%	\$58,286	11.64%	\$65,072	15.70%	\$75,290	39.43%	FY09-10 from MA-MA9;FY10-11 from MA9-MA27; FY12-MA45	
0000413	\$44,678	7.81%	\$48,168	7.99%	\$52,015	4.59%	\$54,405	21.77%	FY09-10 from BA9-BA18;FY10-11 from BA18-BA27	
0000416					\$43,358	4.59%	\$45,350	4.59%		
0000235	\$81,783	2.20%	83,582	2.25%	85,463	2.55%	87,642	7.16%	FY10-11 from MA18-MA27	
0000399	\$70,181	4.29%	\$73,190	4.34%	\$76,366	4.59%	\$79,875	13.81%		
0000267	\$54,000	4.29%	\$56,314	4.34%	\$58,758	4.60%	\$61,459	13.81%		
000026	\$66,152	4.29%	\$68,987	4.34%	\$71,982	4.60%	\$75,290	13.81%		
0000314	\$44,845	11.58%	\$50,040	4.33%	\$52,209	4.59%	\$54,608	21.77%	FY09-FY10 from BA18-MA	
0000163	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%		
0000308	\$43,167	4.28%	\$45,016	7.99%	\$48,612	15.70%	\$56,244	30.29%	FY10-11 from BA-BA9;FY11-FY12from BA9-MA	
0000432	\$66,152	4.29%	\$68,987	4.34%	\$71,982	4.60%	\$75,290	13.81%		
000010							\$61,459		Only worked in FY12	
0000215	\$57,780	4.29%	\$60,256	4.34%	\$62,871	4.60%	\$65,762	13.81%		
0000229	\$67,750	2.20%	\$69,241	2.25%	\$70,798	2.25%	\$72,391	6.85%		
00006	\$68,135	4.29%	\$71,058	4.34%	\$74,141	4.60%	\$77,549	13.82%		
0000270	\$88,902	4.29%	\$92,715	4.34%	\$96,736	4.60%	\$101,183	13.81%		
0000100	\$78,988	4.29%	\$82,375	6.00%	\$87,318	6.00%	\$92,557	17.18%		
0000240	\$103,062	2.20%	\$105,329	6.00%	\$111,649	6.00%	\$118,348	14.83%		
0000229	\$59,512	4.29%	62,064	4.34%	64,758	4.60%	67,735	13.82%	FY09 to FY10 went from .50 to 1.0 FTE	
0000211	\$83,800	4.29%	\$87,392	4.34%	\$91,183	4.60%	\$95,376	13.81%		
0000431	\$58,062	15.36%	\$66,979	4.34%	\$69,884	4.60%	\$73,098	25.90%	FY09 to FY10 went from MA27-MA45	
0000148	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%		



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%				
Full Name*	2008- 2009	2009-2012 Collective Bargaining Agreement					Cum. Increase 2009-2012	Notes
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012	
000079							\$43,866	Only worked in FY12
000035							\$51,476	Only worked in FY12
0000171	\$46,588	4.28%	\$48,584	4.33%	\$50,690	4.59%	\$53,019	13.80%
0000438	\$40,691	4.28%	\$42,434	11.64%	\$47,374	8.25%	\$51,284	26.03%
0000294							\$37,645	FY10 to FY11 went from BA-BA18;FY12=BA27
0000318	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	Only worked in FY12
0000423	\$103,062	2.20%	\$105,329	6.00%	\$111,649	6.00%	\$118,348	13.81%
000043	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	14.83%
000028	\$78,697	7.82%	\$84,848	4.34%	\$88,528	4.60%	\$92,597	13.81%
000028	\$49,238	8.35%	\$53,348	3.82%	\$55,386	4.60%	\$57,931	17.66%
000037	\$61,298	11.59%	\$68,401	11.64%	\$76,366	4.59%	\$79,875	FY09-10 from MA42-MA45
0000353	\$97,146	4.29%	\$101,312	4.34%	\$105,707	2.55%	\$108,402	17.66%
0000422	\$51,981	11.59%	\$58,004	7.99%	\$62,640	8.13%	\$67,735	FY09 to FY10 went from BA27-MA
000098	\$72,883	2.20%	\$74,486	2.25%	\$76,162	2.55%	\$78,105	FY09 to FY10 went from MA18-MA36;FY11=MA45
000045	\$103,062	2.20%	\$105,329	2.25%	\$107,699	2.55%	\$110,446	30.31%
0000392			\$63,691	7.87%	\$68,702	4.60%	\$71,859	30.31%
0000103	\$51,152	15.35%	\$59,006	11.64%	\$65,875	4.59%	\$68,901	FY09-FY10 from BA18-MA;FY10-11 from MA-MA9;FY11-12 from MA9-MA18
0000179	\$40,691	4.28%	\$42,434	11.64%	\$47,374	11.92%	\$53,019	7.16%
0000431	\$57,288	4.29%	\$59,744	4.34%	\$62,337	4.60%	\$65,202	12.82%
0000114	\$51,152	7.81%	\$55,148	4.34%	\$57,539	4.59%	\$60,181	FY09 some Leave of Absence @MA09 ; FY10-11 from MA9-MA18
0000257	\$41,910	4.29%	\$43,707	7.99%	\$47,198	4.59%	\$49,366	34.70%
0000364					\$49,640	4.60%	\$51,921	FY09 to FY10 went from MA9 to MA36;FY11-MA45
0000424	\$64,227	4.28%	\$66,979	4.34%	\$69,884	4.60%	\$73,098	30.30%
0000240							\$49,126	FY10 to FY11 went from BA-BA18;FY12=MA
0000431	\$90,506	2.20%	\$92,497	2.55%	\$94,856	2.55%	\$97,275	FY10 to FY11 went from .50 FTE to 1.0 FTE
0000429	\$43,167	7.93%	\$46,592	15.41%	\$53,774	4.59%	\$56,244	17.65%
0000418	\$46,017	4.28%	\$47,988	4.34%	\$50,070	4.60%	\$52,371	17.79%
000043	\$40,691	11.59%	\$45,406	11.64%	\$50,690	4.59%	\$53,019	4.60%
0000225	\$43,167	7.93%	\$46,592	15.41%	\$53,774	4.59%	\$56,244	FY10 was a TA - FY11 Teacher
0000282					\$47,374	4.59%	\$49,550	13.81%
0000224	\$103,062	2.20%	\$105,329	2.25%	\$107,699	2.55%	\$110,446	Only worked in FY12
0000299	\$50,903	4.80%	\$53,348	3.82%	\$55,386	4.60%	\$57,931	7.48%
0000321	\$91,570	4.29%	\$95,495	4.34%	\$99,639	4.60%	\$104,220	30.29%
0000416	\$57,256	11.65%	\$63,927	4.34%	\$66,701	4.60%	\$69,767	FY09-10 from BA-BA9;FY10-11 from BA9-MA
0000436	\$100,061	6.00%	\$106,065	6.00%	\$112,429	6.00%	\$119,174	FY10-TA from 10/2009-12/2009 then Teacher in 1/20/2010
0000343	\$57,780	7.94%	\$62,366	7.87%	\$67,272	8.26%	\$72,828	7.16%
0000132	\$88,902	4.29%	\$92,715	4.34%	\$96,736	4.60%	\$101,183	13.81%
0000266	\$61,824	4.29%	\$64,476	4.34%	\$67,272	4.60%	\$70,365	13.81%
0000357	\$62,600	11.59%	\$69,854	7.99%	\$75,436	4.60%	\$78,903	13.82%
0000344	\$76,688	4.29%	\$79,975	4.34%	\$83,446	4.60%	\$87,283	26.04%
0000425	\$45,232	4.28%	\$47,170	4.34%	\$49,215	4.59%	\$51,476	FY09-10 from MA-MA18; FY10-11 from MA18-MA27



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%						
Full Name *	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes	
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012			
0000128					\$40,521	4.59%	\$42,382	4.59%	FY09-10 TA and FY10-11 Teacher	
0000138	\$43,167	7.93%	\$46,592	7.86%	\$50,256	11.91%	\$56,244	30.29%	FY09-10 from BA-BA9;FY0-11 from BA9-BA18;FY11-12 from BA18-MA	
0000282	\$46,588	7.94%	\$50,285	11.64%	\$56,137	15.75%	\$64,980	39.48%	FY09-10 from MA9-10;FY10-11 from MA9-MA27; FY12-MA45	
0000424	\$43,167	4.28%	\$45,016	7.99%	\$48,612	15.70%	\$56,244	30.29%	FY10-11 from BA-BA9;FY11-12 from BA9-MA	
0000438			\$49,611	7.99%	\$53,574	8.13%	\$57,931	16.77%	FY10-11 went from BA18-BA27; FY12-MA	
00006	\$40,691	4.28%	\$42,434	4.34%	\$44,275	4.59%	\$46,308	13.80%		
0000131							\$23,286		Only worked in FY12	
000032	\$50,903	4.80%	\$53,348	11.09%	\$59,263	4.59%	\$61,985	21.77%	FY10 to FY11 went from MA-MA18	
0000145	\$74,455	4.29%	\$77,647	4.34%	\$81,015	4.60%	\$84,739	13.81%		
0000404	\$52,881	4.29%	\$55,148	4.34%	\$57,539	8.25%	\$62,287	17.79%	FY11 to FY12 went from MA18-MA27	
0000180	\$50,903	15.49%	\$58,788	15.41%	\$67,850	4.59%	\$70,967	39.42%	FY09 to FY10 went from MA-MA27; FY11-MA45	
000068	\$39,507	4.29%	\$41,200	4.33%	\$42,986	11.92%	\$48,109	21.77%	FY11 to FY12 went from BA-BA18	
0000378	\$103,062	2.20%	\$105,329	6.00%	\$111,649	6.00%	\$118,348	14.83%		
0000239	\$46,588	4.28%	\$48,584	4.33%	\$50,690	4.59%	\$53,019	13.80%		
0000373	\$52,234	4.29%	54,473	4.34%	56,837	4.60%	59,449	13.81%		
0000263							\$43,866		Only worked in FY12	
0000426	\$65,032	19.40%	\$77,647	4.34%	\$81,015	4.60%	\$84,739	30.30%	FY09 to FY10 went from MA18-MA45	
0000255			\$47,170	4.34%	\$49,215	4.59%	\$51,476	9.13%	FY09-TA; FY10 Teacher @ MA	
0000140					\$40,521	4.59%	\$42,382	4.59%		
0000262	\$66,412	4.29%	\$69,260	4.34%	\$72,266	4.60%	\$75,587	13.82%		
000046	\$49,850	4.28%	51,985	4.33%	54,238	4.60%	56,731	13.80%	FY10-11 from MA9-MA18;FY11-12 from 1.FTE to .60FTE	
0000256	\$44,460	4.28%	\$46,365	4.34%	\$48,376	8.26%	\$52,371	17.79%	FY11 t FY12 went from BA-BA9	
000066	\$88,903	4.29%	92,715	4.34%	96,737	4.60%	101,183	13.81%	FY09-10 from .30FTE @ MA27 to .50FTE @MA42; FY10-11 from MA42-MA45	
0000161	\$49,422	4.28%	\$51,539	4.34%	\$53,774	4.59%	\$56,244	13.80%		
0000200	\$42,116	11.58%	\$46,995	7.86%	\$50,690	4.59%	\$53,019	25.89%	FY09-10 from BA9-BA27;FY10-11 from BA27-MA	
0000196	\$49,422	4.28%	\$51,539	7.99%	\$55,657	15.70%	\$64,393	30.29%	FY10-11 from MA-MA9;FY11-12 from MA9-MA36	
000024	\$74,455	4.29%	\$77,647	4.34%	\$81,015	4.60%	\$84,739	13.81%		
0000241	\$100,061	4.29%	\$104,350	2.25%	\$106,698	2.55%	\$109,419	9.35%		
0000256	\$59,293	7.82%	\$63,927	7.99%	\$69,036	8.13%	\$74,651	25.90%	FY09-10 from MA9-MA18; FY10-11 from MA18-MA27;FY11-FY12 from MA27-MA36	
000069	\$51,152	4.29%	\$53,344	4.34%	\$55,657	4.59%	\$58,213	13.80%		
0000235					\$44,491	8.13%	\$48,109	8.13%	FY11-12 went from BA9-BA18	
0000133	\$81,358	4.29%	\$84,848	4.34%	\$88,528	4.60%	\$92,597	13.81%		
0000319					\$52,209	4.59%	\$54,608	4.59%		
0000178	\$52,429	4.28%	\$54,675	4.34%	\$57,046	11.92%	\$63,846	21.78%	FY11 to FY12 went from MA-MA18	
0000197	\$81,358	4.29%	\$84,848	4.34%	\$88,528	4.60%	\$92,597	13.81%		
0000314	\$62,600	4.29%	\$65,285	4.34%	\$68,116	4.60%	\$71,248	13.81%		
0000133	\$81,358	4.29%	\$84,848	4.22%	\$88,428	4.71%	\$92,597	13.81%		
0000420	\$40,890	11.58%	\$45,627	7.86%	\$49,215	4.59%	\$51,476	25.89%	FY09-FY10 from BA9-BA27; FY10-11 from BA27-MA;	
0000294	\$52,429	4.28%	\$54,675	4.34%	\$57,046	4.60%	\$59,669	13.81%		
0000384	\$83,800	4.29%	\$87,392	4.34%	\$91,183	4.60%	\$95,376	13.81%	FY09 to FY10 went from MA27 to MA45	
0000354	\$54,732	15.41%	\$63,167	4.29%	\$65,875	4.59%	\$68,901	25.89%	FY09-10 went from MA27 to MA45	



Tax Cap		2010 0.1%	2011 2.7%	2012 1.5%					
Full Name*	2008- 2009	2009-2012 Collective Bargaining Agreement						Cum. Increase 2009-2012	Notes
		2010 Increase	2009- 2010	2011 Increase	2010- 2011	2012 Increase	2011- 2012		
00009	\$65,032	7.94%	\$70,195	7.86%	\$75,715	4.60%	\$79,195	21.78%	FY09-10 from MA18-MA27;FY10-11 from MA27-MA36
000081	\$91,570	4.29%	\$95,495	4.34%	\$99,639	4.60%	\$104,220	13.81%	
000068	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%	
0000437	\$85,053	2.20%	\$86,924	2.25%	\$88,880	2.55%	\$91,146	7.16%	
0000141							\$48,524		Only worked in FY12
0000369	\$68,135	4.29%	\$71,058	4.34%	\$74,141	4.60%	\$77,549	13.82%	
0000100	\$81,358	4.29%	\$84,848	4.34%	\$88,528	4.60%	\$92,597	13.81%	
0000120	\$85,948	14.44%	\$98,360	4.34%	\$102,629	4.60%	\$107,345	24.90%	FY09 to FY10 went from MA36-MA45
0000169	\$55,619	4.29%	\$58,004	7.99%	\$62,640	23.80%	\$77,549	39.43%	FY10-11 from MA-MA9;FY11-12 from MA9-MA45
0000344	\$40,691	4.28%	\$42,434	7.99%	\$45,825	15.70%	\$53,019	30.30%	FY10-11 went from BA-BA9; FY12-MA
0000235	\$46,588	4.28%	\$48,584	7.99%	\$52,465	8.13%	\$56,731	21.77%	FY10-11 from MA-MA9;FY11-12 from MA9-MA18
0000172			50,719	4.33%	52,917	4.60%	55,349	9.13%	FY09 TA; FY10 Teacher @ BA27; FY11-MA;FY12-MA27
0000107							\$41,149		Only worked in FY12
0000374			\$48,584	4.33%	\$50,690	8.26%	\$54,875	12.95%	FY09 some Leave of Absence; FY11 to FY12 went from MA-MA9
0000414	\$56,099	4.28%	\$58,502	4.34%	\$61,039	4.60%	\$63,846	13.81%	
0000275	\$55,619	4.29%	\$58,004	4.34%	\$60,521	4.60%	\$63,303	13.82%	
0000130	\$72,286	4.29%	\$75,386	4.34%	\$78,656	4.60%	\$82,271	13.81%	
0000320	\$62,905	7.81%	\$67,820	7.99%	\$73,239	4.60%	\$76,606	21.78%	FY09-10 from MA9-MA18;FY10-11 from MA18-MA27
0000416	63,138	4.29%	65,845	4.34%	68,702	4.60%	71,859	13.81%	
000065	\$74,455	4.29%	\$77,647	4.34%	\$81,015	4.60%	\$84,739	13.81%	
0000274			\$48,584	7.99%	\$52,465	8.13%	\$56,731	16.77%	FY10-11 went from MA-MA9; FY12-MA18
0000332	\$55,890	7.81%	\$60,256	4.34%	\$62,871	8.26%	\$68,064	21.78%	FY09-10 from MA9-MA18;FY11-12 from MA18-MA27
0000386			\$60,034	4.34%	\$62,640	4.60%	\$65,519	9.14%	FY09 some Leave of Absence
0000439	\$49,422	4.28%	\$51,539	4.34%	\$53,774	4.59%	\$56,244	13.80%	
0000217	\$66,152	4.29%	\$68,987	4.34%	\$71,982	4.60%	\$75,290	13.81%	
0000241	\$50,903	4.80%	\$53,348	7.45%	\$57,324	11.92%	\$64,156	26.04%	FY10-11 from MA-MA9;FY11-12 from MA9-MA27
0000263	\$59,007	4.29%	\$61,537	4.34%	\$64,206	8.26%	\$69,510	17.80%	FY11 to FY12 went from MA-MA9
0000158	\$94,316	4.29%	\$98,360	4.34%	\$102,629	4.60%	\$107,345	13.81%	
0000261	\$53,313	2.20%	\$54,486	2.25%	\$55,712	2.55%	\$57,132	7.16%	
0000186							\$53,019		Only worked in FY12
0000234	\$70,799	7.82%	\$76,332	7.99%	\$82,432	15.70%	\$95,376	34.71%	FY09-10 from MA9-MA18;FY10-11 from MA18-MA27;FY11-12 from MA27-MA45
0000188	74,454	4.29%	77,647	4.34%	81,015	4.60%	84,739	13.81%	FY09 some Leave of Absence at MA45; FY12 from 1.0 FTE to .60FTE
0000376	\$83,800	4.29%	\$87,392	4.34%	\$91,183	4.60%	\$95,376	13.81%	
0000343	\$100,061	4.29%	\$104,350	6.00%	\$110,611	6.00%	\$117,248	17.18%	
0000181					68,702	4.60%	71,859	4.60%	
0000232	\$42,273	4.28%	\$44,084	4.34%	\$45,996	4.59%	\$48,109	13.81%	
000099			\$40,001	7.99%	\$43,197	8.13%	\$46,709	16.77%	FY10-11 went from BA-B9; FY12-BA18
0000200	46,588	4.28%	48,583	4.34%	50,690	4.59%	53,019	13.80%	FY09 to FY10 went from .30 FTE to 1.0 FTE
**Names and salary information in bold reflect a part-year salary adjusted to 1.00 FTE for compensation growth. For example, #000025 was .67 FTE in FY11 and 1.00 FTE in FY12. We converted the FY11 salary to 1.00 FTE salary and measured the increase from the adjusted contract. We used this method to avoid measuring compensation growth due to longer work year.									